

UPS Unity Day

Members must continue fight.

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Airborne Express

Dayton hunger strike.

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Teamster Election

Delay expected.

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TDU Convention

Plan now to attend.

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CONVOY DISPATCH



44

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

August 1998 # 170

If Hoffa Wins, to Officers' Salaries ... If Leedham Wins, to Build Our Union

Where Will Your Dues Money Go?

The Tom Leedham Slate has made a commitment to bring union officials' salaries into line with working Teamsters.

That way, dues money can be used to fight for better contracts and laws that help working families.

"If elected, I will cut the president's salary by \$100,000 a year (to \$125,000). Everyone on my slate is committed to that ceiling. We intend to put the members' money to work for Rank and File Power, not to make top officers rich."

— Tom Leedham

But if Junior Hoffa wins...

- It's likely that every member of the Hoffa Slate would make over \$150,000 a year.
- At least half would make over \$200,000 a year.

The Hoffa Slate is composed of Teamster officials who believe they should be paid multiple full-time salaries from the local, joint council, and International union.

Here's a sample of where our dues money would go:

Junior Hoffa: Would rake in \$225,000 (plus cost of living) if elected.

Tom Keegel: Would make at least \$200,000. (Plus cost of living allowance, and see page 8 about his extra pension!)

Tom O'Donnell: Now takes \$146,453 from a local union with only 268 members! (His son also gets \$108,487.) With the extra \$75,000 in multiple salary as an International Vice President, he would make \$221,000.

Jon Rabine: Already takes multiple salaries of \$151,374. VP salary will take him to at least \$225,000. (Rabine told the *Seattle Stranger* on June 20, 1996 that he thinks \$400,000 is an appropriate salary for a union leader.)

Les Singer: His four salaries would total \$202,000.

Patrick Flynn: This fat cat would clear at least \$225,000.

There are other Hoffa Slate members who might bag over \$200,000 per year, depending on what deals they made with Junior in return for supporting him.

Even without whatever extra salaries Junior has promised, here's the minimum they will get:

Jack Cipriani, at least \$155,000
Randy Cammack, at least \$178,000
Dan Desanti, at least \$156,000
Fred Gegare, at least \$155,000
Chester Glanton, at least \$184,000
Walt Lytle, at least \$175,000
Chuck Mack, at least \$173,000
J.D. Potter, at least \$159,000
Jim Santangelo, at least \$181,000

Ralph Taurone, at least \$151,000

Ken Wood, at least \$151,000

Phil Young, Hoffa's freight director-to-be, at least \$192,000.

Plus, there are other officials who aren't on the Hoffa Slate who've made deals with Junior to line their pockets.

For example Carroll Haynes of Local 237 in New York endorsed Hoffa in return for a promise that he would be the Public Employees Division director, boosting him to at least \$225,000! Haynes admitted as much in *Newsday*.

The majority of local union officials are backing Junior Hoffa because they know if he's elected, they can get on the multiple salaries, multiple pension gravy train, too.

In all, rank and file members would be paying Hoffa Slate officials over \$3,932,000 per year, three times what it would cost for the Leedham slate.

That's \$2.6 million every year to use for the rank and file when we elect the Tom Leedham Slate!

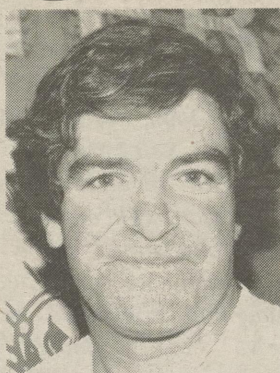
JOIN TDU

"Corporate America and anti-union politicians are on a rampage to take away everything our brothers and sisters fought for."

"We all know how lonely it can get out there fighting to hold on. That's why we need TDU—you're not alone. We are all out there, fighting for our families and a strong, democratic union we can all be proud of."

Mike Ruscigno

TDU Steering Committee, Local 802, New York



TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
 other _____

____ \$35 one-year membership & subscription to *Convoy Dispatch*.

____ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

____ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

____ \$20 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.



LEEDHAM CAMPAIGN SPREADS ACROSS COUNTRY. See pages 6-7.

Northwest Airlines

'It's Time to Fly the Right Course!'

That's what over 1,000 Teamster Flight Attendants and supporters demanded at airport and ticket office rallies across the country on Aug. 7. They chanted, "Northwest Airlines you can't hide; we know you're on the greedy side! Union members understand; we can't live on just 12 grand!"

Michelle Rueter, a 22-year Flight Attendant in Detroit said, "At 44 years of age, I've sacrificed half my life for this company. Northwest needs to give us the respect, retirement and wages that we deserve for our contributions. In 1993, we sacrificed 15 percent of our wages to save Northwest and have been living off 1992 wages since. Prices keep going up and our standard of living keeps going down. We've been polite too long."

Many joined them in support, including members from several unions, clergy, politicians, and the community. UPS workers told them, "We faced a tough company and won, and you can too."

Northwest's machinists overwhelmingly rejected their contract offer and voted 85 percent to authorize a strike. Pilots will reach the end of their 30-day negotiating deadline on Aug. 29. Word is



that customers who fly with E-tickets should beware that even if Northwest makes a deal with other airlines to honor their tickets in the event of a strike, E-tickets cannot be honored.

What can you do to help? Tell Northwest to give the Flight Attendants a decent contract they can live with. Call: 612-726-4231. Watch-or listen-for their next action soon.

Government Seeks Order to Bargain

Apple Workers' Victory

Apple workers throughout Washington State won a huge victory when the National Labor Relations Board (NLRB) announced that their sweeping complaint against Stemilt Growers of Wenatchee, Wash., will include a remedy that the company sit down immediately and bargain a first Teamster contract.

The NLRB charged the company with threats, intimidation, interrogation, firings and layoffs of pro-union employees in connection with their Teamster representation election in January.

"This is a great victory for all apple workers," said Barbara Butler, an employee at Stemilt for 11 years. "Everything we've said all along has been vindicated. The company broke the law and was caught red-handed."

Broad Implications for Apple Industry

The bargaining order is the most serious remedy the government can order. It has broad implications for the nearly 40,000 apple warehouse workers throughout the state. Stemilt is a key warehouse in an industry that has resisted its workers' attempts to win a voice on the job for over six decades.

Stemilt is challenging the ruling and

a trial before an NLRB judge will take place this fall. However, Stemilt workers are calling on the company to settle the case by negotiating a contract now.

"All we want is a voice on the job so we can get wages we can live on, decent benefits, and an end to abuse by supervisors," said Olga Valenzuela, who has worked at Stemilt since 1993. "Let's start talking now."

Teamster efforts are also continuing at Washington Fruit in Yakima, Wash., where the NLRB has filed charges in the wake of similar illegal acts.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Fort Worth, Texas, Local 767
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Steve Baudo, Milwaukee Local 344
Bob Blanchet, San Jose, Calif., Local 287
Patricia Franks, Allentown, Pa., Local 773

Members:

Alex Adams, Cleveland Local 407
Gillian Furst, Minneapolis Local 1145
Homer Lambert, Chicago Local 743
Joyce Mims, Atlanta Local 728 spouse
Lucio Reyes, Stockton, Calif., Local 601
Michael Ruscigno, New York Local 802
Willie Smith, Columbus, Ohio Local 413

Alternates:

Dave Staiger, Detroit Local 243
Steve French, Portland, Ore., Local 206
Tom Szeibley, Brockton, Mass., Local 653



I'll Be There

Anne Toombs

Local 2000, Northwest Airlines
Salt Lake City

I will be at this year's TDU Convention with other Local 2000 flight attendants. Since the last convention, we've elected a new leadership committed to reform. We've held trainings for our members and leaders by TDU staff that have given us a big boost in our contract campaign. We want more members to get involved. People at the convention teach what it takes to build a stronger union and be smarter in taking on the employers.

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.

TDU can be contacted by e-mail at: tdudetroit@igc.org or on the World Wide Web at: <http://www.igc.org/tdu/>

NY Office: P.O. Box 170131, Brooklyn, N.Y. 11218 (718) 624-7746.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1997 for one year. Our Rank & File Convention had over 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Rank and File Marks Anniversary of UPS Contract Expiration

Fight for Jobs Continues

On Friday, July 31, thousands of UPS members wore stickers, held parking lot rallies and told management to respect our contract. We told them loud and clear we want the full-time jobs they agreed to; we want an end to excessive overtime and unreasonable discipline, and more.

"On Friday we let management know we would fight for our contract," said Mike Solomon, New Orleans Local 270 steward. "We didn't walk the picket lines for 15 days to just let UPS walk all over us. In our building we're wearing T-shirts, buttons, and having regular meetings to take our fight to the shop floor. We brought in TDU for a workshop on enforcing our contract and now we are putting it to work."

"The company told us they needed 32 new part-timers for our building, said Yem Nagash, part-time steward in Seattle Local 174. "So we told them to create new full-time jobs and that problem will be solved. Then we showed them that without full-time jobs they were in trouble. We organized a boycott of double shifts for a day. Now we have to ratchet up the pressure some more. On the 31st we let the public know that our fight for the good jobs that America needs continues."

UPS Teamsters have continued the fight by filing grievances to enforce new contract language. In several areas contract enforcement training has prepared members for the fight ahead. In Buffalo Local 449, members have used this training to launch grievances that tell UPS where full-time jobs are possible. In Jonesboro, Ark., members of Local 878 convinced management to handle over-70 pound packages separately, enforcing the new Article 44.

UPS's Big Idea: Use 'Volume Reduction' to Violate Contract

UPSers know that management is bitter and vindictive after our victory a year

ago. They are trying to invoke the last sentence of Article 22, Section 3 saying their responsibility to create jobs is "null and void." In the week leading up to the rallies on the 31st, UPS sent out letters to every local union urging leaders not to stage any rallies. The company's public relations campaign links the creation of full-time jobs to increasing volume.

This is a deliberate deception. The 2,000 full-time jobs are to be created by combining part-time jobs! No increase in volume is needed for that.

UPS also told the public and the union they had requested that the issue of interpretation of Article 22, Section 3 be submitted to expedited arbitration. A message from the International to all locals stated: "The International union will arbitrate this issue as soon as UPS provides sufficient data about volume levels, layoffs, and expansion of 'Remote Delivery' for the union to evaluate the facts and prepare our case. In a meeting with representatives of UPS yesterday, the union repeated its request for information. If the company is looking for a speedy resolution, it should create the 2,000 jobs now."

Some Locals Parrot Company Line

In Louisville Local 89, BAs have told members asking for combo jobs, "That's a part-time job." In New Orleans Local 270 they showed up with only 10 stickers for Unity Day. In Cleveland Local 407, members had to find their own stickers.

Perhaps the company's strategy to send letters to locals asking them not to stage events was effective. Or maybe some locals just find parroting the company's line easier.

Package car driver and steward Mike Regoni of Detroit Local 243 told *Convoy Dispatch*, "In our center cutting and shuffling routes has gotten out of hand. I haven't been on my route in weeks. It's all designed to get us to buy their 'volume reduction' line."

July 31 highlighted the fight for full-time jobs. Now we have to aim toward the next steps.

"On July 31 we turned up the heat," said Mike McGowan, feeder driver from Memphis Local 667 and candidate on the Tom Leedham slate for Southern VP. "We have taken on UPS for years and they always fight back. With the IBT election close on the horizon we might end up with a guy who has never taken on any employer, let alone Big Brown. Hoffa Junior accepted money from UPS. UPS's top management held a secret meeting with key Hoffa lieutenants just days before announcing their 'nullification' of our key strike victory, creation of new full-time jobs. We can never let UPS roll-back the gains that so many members had the courage to fight

for and made the sacrifice to get the job done. I am running with Tom Leedham because he has proven his willingness to

stand up to employers even against the odds. When we are elected we will do whatever it takes to enforce our contract."



Members of Seattle Local 174 demonstrated for full-time UPS jobs on July 31, including principal officer Bob Hasegawa (shown above, center, at the Seattle UPS hub), candidate for Western VP on the Tom Leedham Rank & File Power Slate.

UPS & Downs

Hoffa's Man Held Secret Confab with UPS Management.

On July 15 Phil Young quietly met with UPS head labor manager Jim Maloney. IBT Parcel Director Ken Hall knew nothing about it, and no report was given to Hall afterward.

Days later, UPS announced that they would renege on the contract clause requiring the creation of 2,000 full-time jobs.

Young claims his secret meeting was about sleeper teams, and he was designated as the union official to deal with that matter. But it has become clear that more was talked about at that meeting, and every UPS Teamster has the right to know what it was.

Young is a key player on the Hoffa team. He was even nominated by the old guard as the "stand-in" candidate for president in case Hoffa got disqualified.

Which Side Are They On?

Ever wonder just whose side your business agent is really on? In New Orleans Local 270 the members got the answer loud and clear. At a recent local hearing, when the steward sat down at the table across from management, BA Jerry Talbert sat on management's side of the table! He then proceeded to bicker with the steward over the merit of the grievances. At least it wasn't backroom dealing.

Local 705 Primed To Fight For Full-Time Jobs.

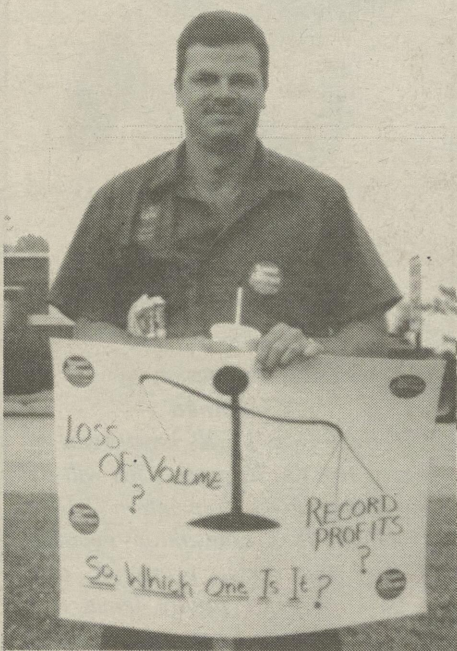
In Chicago, the largest UPS local in the country sponsored a series of UPS contract enforcement workshops in early August. Members discussed steps to force the company to create full-time jobs. The local has filed two grievances. One demands the creation of 350 full-time jobs at the CACH for the hundreds of part-timers who work double and triple shifts. Another calls on UPS to provide the minimum of 100 new jobs required by July 31 in the Local 705 contract.

Both volume and employment levels are up in the three Chicagoland districts covered by Local 705. The local is targeting large shippers to inform them of the current dispute, hoping customer pressure will bring UPS around.

Charlotte UPS Safety Up in Smoke.

Safety first? Not in Charlotte, N.C., recently when division manager Donnie Sumner decided to have a little barbecue for employees—by setting two pigs on a barbecue inside the building where people were working. The pigs caught on fire, and the whole mess had to be dragged outside on a forklift. Unfortunately for Sumner, the fire marshall happened to be driving by, saw the pigs, and wrote UPS a hefty citation for cooking in the building.

This funny story puts a spotlight on the serious issue of UPS's lack of respect for safety—and the entire contract—at the Charlotte facility, where members continue to battle dangerous work on or near moving belts and where supervisors working has reached epidemic proportions.



Carroll Barr, Louisville, Ky., Local 89, holds a sign asking "Loss of Volume? Record Profits? Which one is it?" Local 89 members came out on July 31 to show UPS they still mean business.

Hunger Strike in Dayton, Ohio

The Airborne Express Scam

Terry Meadows
IBT Organizer

Warning: The following true story may cause episodes of the following symptoms—rage, depression and compassion.

Dan Lamb is a young man with a lovely wife and two fantastic sons. Dan lives outside of Dayton, Ohio. Every morning Dan puts on his Airborne Express uniform, drives to a building owned by Airborne Express and proceeds to sort, load, and deliver Airborne Express packages to Airborne Express customers from a van painted with the Airborne Express color scheme and logo.

But Dan does not work for Airborne Express.

Airborne Express, a corporation that had revenues of \$2.9 billion in 1997 with an increase in profits of 347 percent, subcontracts the majority of its work to some 270 cartage companies. These subcontracted cartage companies typically pay starvation wages and few, if any, benefits.

Dan's story is typical of employees who work for Airborne Express subcontractors. After eight years he receives

\$8.12 per hour (most of his co-workers average \$7) for the first 40 hours. After 40 hours he then receives \$7 per hour. No, that's not a misprint—\$7 per hour for all hours worked after 40.

If Dan or any of his co-workers require family health insurance, they have the option of participating in the family plan at a cost of \$340 per month, deducted from their check. Dan and his co-workers have no retirement package.

Many of Dan's co-workers have been required to work for free during the first week of employment in order to be trained. Many know individuals who work at locations that are operated totally by Airborne Express, such as the workers represented by Local 100 in neighboring Cincinnati. Those Teamsters have a contract that provides the kind of wages and benefits they can be proud of. It's understandable, then, that most people who see a worker dressed in an Airborne Express uniform would assume that individual has a good job.

But the reality is quite different. If these subcontracted employees miss a

priority pick-up they are threatened with a deduction of \$62.50 from their check. If they incorrectly enter or accept a package with an incorrect zip code they are threatened with a deduction of \$25 for each occurrence if two or more happen in the same week.

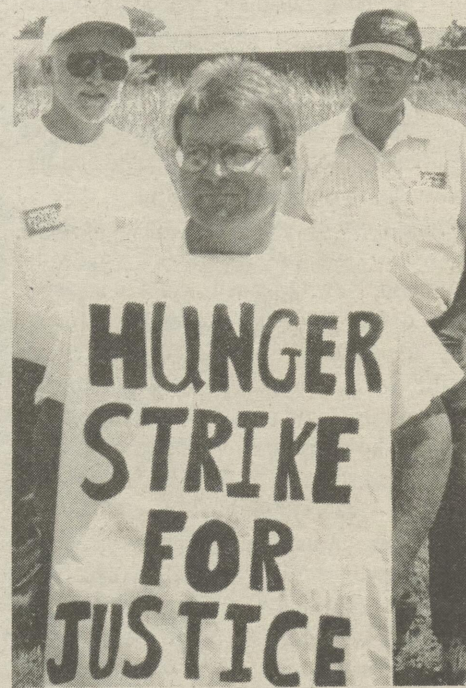
If they are involved in a vehicle accident it is policy for the insurance deductible to be deducted from their check.

Many of Dan's co-workers have been injured on the job; most of those workers find it difficult if not impossible to get workers' comp.

Dan Lamb's Hunger Strike

Dan Lamb has decided this injustice must stop. Historically, when the workers of an Airborne Express subcontractor vote to organize, the subcontractor is conveniently replaced with a new one. A few months ago Lamb and nearly three-fourths of his co-workers voted to join the Teamsters. Since then, his employer (Boone Cartage) has cried poor at the table, saying "Airborne Express doesn't give us enough to pay any more." Airborne says it's not their problem.

The final straw for Lamb was when one of his co-workers quit to take a job at McDonalds. He has had the courage to



say "enough is enough." As of this writing Dan Lamb has been on a Hunger Strike For Justice for 25 days, sustaining himself on only water while performing his job.

You can help by calling Airborne Express at (206) 285-4600 or (800) 552-1667. Ask for the executive offices and tell them to accept responsibility for the employees who deliver Airborne packages.

Airborne Bargaining Can Win Jobs

The Airborne workers in Dayton are typical of thousands across the country, who work under lousy terms for nonunion subcontractors. It's time to do something about it.

Our national Airborne contract rider is about to be bargained. Members have demanded the Right to Vote on it, and bargaining chairman George Cashman has agreed to it.

It's time to take on the subcontracting issue by using our union clout to bring thousands of new Airborne workers into our union and under our contract. In the NMFA there is language that any subcontracted terminals must pay the standards of the NMFA in wages and benefits. Let's launch a campaign to win.

Let's make Dan Lamb's courage the spark for a major Teamster win.

Hoffa's Boys Tried to Steal our Right

Right to Vote Stops Concession in Pa.

Freight employers pulled holiday concessions off the table for the Central Pennsylvania Supplement on July 24. The rank and file stopped this take-away.

But take a look at how Hoffa's top backers sided with the employers to try to ram the concessionary contract down the members' throats.

Teamsters in Central Pa. voted down their supplement by a whopping 72 percent. But instead of helping them fight for a decent contract, Phil Young—a Hoffa slate VP and Hoffa's pick for Freight Director—made a motion for the national negotiating committee to impose the contract. The committee, now controlled by Hoffa backers, agreed.

Teamster members and locals took action to demand their Right to Vote. Three TDU members took action to file suit to win an injunction to stop this ripoff.

Under this pressure, the committee reversed itself, went back to the table, and the employers immediately pulled the concession. The employers had demanded new language that a Teamster would have to work both the day before and the day after a holiday to get holiday pay. Once we showed them we meant business, and got the sell-out officials out of the way, they gave up that mean little item.

As we go to press, Central Pa. Teamsters have gotten their mail ratification ballots. They will be counted on Aug. 12. Meanwhile, bargaining continues for the small Carolina Automotive Supplement; a vote in the union halls is expected, to get the NMFA finally put to bed.

Why would any freight Teamster want to vote for Hoffa and Young after they tried to remove our Right to Vote on our freight contract? Vote Leedham.

Alvan Teamsters Say No to Company Squeeze Play

A majority of the over 400 Teamsters employed at Alvan Motor Freight have signed a petition demanding that the union bargaining committee not fall for a company divide-and-conquer tactic.

Alvan, which operates in Michigan, Indiana and Ohio, has been under a 15 percent wage cut addendum (under Article 6.2) to the NMFA. Now they want to pull a trick: instead of signing the NMFA and then taking a vote under Article 6.2, they want to get their wage cut, at or near 15 percent, before they sign the contract.

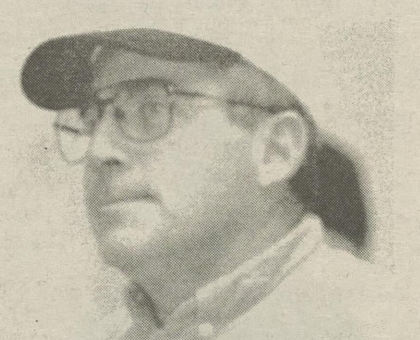
Some Teamsters point out that members waiting to retire under the new Central States benefits, including 30-and-out at \$3,000, must work two weeks under a new, signed contract. The company is holding a gun to their heads to get a deal passed.

As the petition states, "simple legal protocol dictates that any party must first become signatory to any contract before they can apply its provisions."

"Alvan already violated the last agreement, when management did not take a wage cut when Teamsters did," driver Al Anderson of Kalamazoo Local 7 told us. (Article 6.2 calls for equality of sacrifice). Teamsters want to see at least some wage improvement this time. "It seems like certain union officials are try-

ing to sell us short," Anderson added.

Alvan Teamsters want union officers to stand up for the rank and file, not make excuses.



I'll Be There

Laurence Talbott
Local 100, Roadway
Cincinnati

Next year I will have been in Local 100 for 30 years. This will be my fourth TDU Convention. I love coming to these conventions because TDU represents progress and reform. When I finally leave this union I want its legacy to be one of democratic unionism. That's what TDU stands for, and why I attend these conventions. TDU is the conscience of our union.

Teamsters Nix Anheuser 'Final Offer' Again

Rank and file Teamsters at Anheuser-Busch have again rejected the company's concessionary offer. The national vote tally was 3,532 to reject to 3,027 to accept—a 54 percent rejection with 84 percent of eligible Teamsters voting. In May the offer was rejected by a 77 percent no vote.

The closer margin of rejection does not indicate the company proposal is any more acceptable to the membership. It still contains language that eliminates weekend

premium pay; allows the company to hire an unlimited number of seasonal workers during peak periods; allows hiring changes that would create part-time jobs instead of full-time positions; and destroys seniority and past practice. Management admits their proposal would lead to the elimination of at least 600 full-time jobs, mostly through attrition.

Anheuser-Busch has been

unbending in its demands for concessions. Similarly, the company has been insistent that they will be prepared to operate the breweries with management personnel in the event of a strike. In an attempt to divide the union, A-B has cancelled the dues check-off provision of the old contract.

Union Officials Flunk

Unfortunately, the company's toughness has not been met with union decisiveness. Peak bargaining power for the union was before Memorial Day (when beer for summer sales was made) and the leadership let it pass. Nine of the 12 local union leaderships allowed David Laughton, Director of the Brewery and Soft Drink Workers' Conference, to talk them into "clarification" meetings proposed by the company in the presence of a mediator. In return for these meetings the union agreed to submit the same old proposal to the membership for another mail-in vote.

The slimmer margin of rejection is directly attributable to the rank and file's lack of faith in their leadership. Many rank and filers feel that their moment of strength was frittered away. The leaders dismantled what had been an aggressive contract campaign and stood silent as the company peppered their employees with propaganda at work and through home mailings.

Hoffa Junior, in his quest for votes, is running around vowing to fire

Laughton as Conference Director. A good idea, but it's phony of Hoffa to talk about it: leaders of the locals comprising the conference, the vast majority of whom are Hoffa supporters, re-elected Laughton Brewery Conference head last year! A-B would love to have Hoffa win the election: that's why top management has been violating the election rules to try to prevent Leedham slate candidates from campaigning on employee parking lots. (Legal action is pending.)

A-B Teamsters who want a real change in leadership and direction are backing Tom Leedham. Leedham is on record in favor of restructuring the A-B bargaining committee, with rank and filers included. He has pledged to start a national campaign to win a pattern-setting contract at A-B that members will proudly support. And he will personally take the leading role in the bargaining.

Strike Option Open

The union must now consider an immediate strike, or work without a contract until time is again on our side, or a combination of working while appealing to the public through boycotts, informational leafletting and the like. Rank and file members in St. Louis Local 1187, in the absence of strong leadership from the conference, are calling for a boycott to be organized.

In any event the membership contract campaign must be revived in order to restore our unity for the next stage of the struggle.

The Grocery Bag

Albertsons, Royal Ahold Take-Overs.

Albertson's Inc. announced on Aug. 3 that it was paying \$3.8 billion for American Stores Company, making Albertson's the number-one U.S. grocery chain.

Royal-Ahold's proposed buyout of Giant Foods Inc., announced in May, would make the Netherlands-based company the fourth largest grocery firm in the U.S. Even before the buyout, Royal-Ahold was the largest supermarket company on the East Coast as the owner of Stop and Shop, Tops Markets, Finast Stores (Cleveland), Edwards Super Food Stores and others. Giant Foods is the largest grocer in the Washington, D.C., area.

"We need to start dealing with employers like Royal-Ahold collectively," Local 730 President Rick Dade said after the buyout was announced. "A conference for locals and members from the different locals would be a good start towards building a united front when dealing with this grocery giant."

Local 730 Building Public Support for Shoppers Food Members.

When Richfood bought out Shoppers Food Warehouse they announced they would close their Maryland warehouse, throwing 50 Teamsters out of work. As a slap in the face, Richfood offered the members, many of whom have worked at Shoppers for over 20 years, part-time clerk jobs in stores, one-week severance and their sick leave. Local 730 responded by kicking off a leafletting campaign at stores. The campaign has drawn solid support and media attention. The local plans to escalate its efforts throughout the fall and into the holiday season if necessary.

Cleveland Local 507 Riser Contract.

Another buyout was Giant Eagle's takeover of Riser Foods in Cleveland. Local 507 members fought hard to get a decent contract despite the recent takeover. A first offer was rejected soundly by the members. A second offer, which includes improvements in pensions, protective language on production standards and language preventing layoffs due to the shifting of work to other Giant Eagle facilities, was approved. In an unusual move, higher seniority members agreed to forego some of their wage increase to lower tier members in order to close the gap between tiers. This also got the company to move on improving pensions.

No Decision Yet on Summit Logistics Production Standards.

When management at the Summit Logistics warehouse in California changed production standards right after settling the contract, members responded with a rank and file campaign. Local 439 put the issue in for arbitration, refused to push management into negotiations over the issue and failed to support the membership action. The arbitration hearing took place in June and members are now awaiting word on the outcome.

N.Y. Local 802 Frito-Lay Members Fight for a Decent Contract.

In negotiations with New York Local 802, Frito-Lay has tried, so far unsuccessfully, to press for one-time bonus payments rather than real wage increases. As we go to press, negotiations continue and members are preparing to vote on an offer. On Aug. 7 the bargaining committee rejected a company offer that included \$10 a week increases in base pay the first and second years of the contract and a \$1,000 bonus in the third year. Bulk 24 has been another sticking point.

Getting Frito off the bonus pay in the first two years of the agreement is a step forward, but far from the progress that is needed. A solid member-to-member campaign among the three New York and New Jersey locals has yet to materialize.

Locals Adopt Plan to Fight Kroger Outsourcing

Kroger fired another salvo in its outsourcing war in July by announcing that they were selling their Dallas distribution center and their Columbus driver operation. Kroger has refused to press Tibbit and Britton, new owners of the Dallas center, and Ruan, which bought the Columbus operation, to assume the Teamster contracts—an attack on Teamster jobs and families.

Columbus Local 413 is negotiating with Ruan and making progress toward a contract. Pension and health care are major issues still on the table. The next bargaining session is set for Aug. 14.

It was concern over outsourcing that led the Kroger national bargaining committee to call for early negotiations on a new contract. All Kroger locals agreed to this step.

On July 30 the IBT Warehouse Division met with Locals that represent Kroger workers and adopted a plan to fight for members' rights. Under the plan the Teamster Field Services Department

would help locals build a member-to-member contract campaign, like the one successfully used at UPS.

Unfortunately, some locals have failed to keep members informed and involved.

Locals trying to use the Kroger negotiations as a political football should be put on notice—*this fight affects Teamsters and their families*. Where locals fail to keep the members informed, we need to work through the TDU Kroger network and directly with the IBT to stay informed and get organized.

"Now is the time to stick together," Roanoke Local 171 Kroger driver Ed Whisnant said. "This is an all-out war on Teamsters and their families, not just at Kroger but at Safeway, Giant and elsewhere. The International has got to help, but grocery Teamsters have got to stick together. If we could get a master agreement for all grocery that would be a giant step forward. We need to move in that direction."

Leedham Campaign Active Across the Country

Rank & File Power

Minneapolis

'Workers Were Happy to See the Leedham Campaign Out in Force'

Gillian Furst
Local 1145, Honeywell
Minneapolis

Outside a Fleming warehouse, one worker after another warmly clasped Tom Leedham's hand, vowing to vote for him rather than the Hoffa-Keegel ticket. The response was remarkable, especially because Fleming is represented by Local 544, whose principal officer is Tom Keegel.

Leedham got a rousing welcome throughout the Twin Cities during a visit here in July that took him to 20 job sites. He also addressed a public meeting and attended a \$100-a-plate rank and file dinner that together raised \$6,000. The Minneapolis newspaper featured an interview with Leedham on the business page cover.

"At least 2,000 Teamsters met Tom personally and thousands more heard about him on his trip here," said Erik Jensen, co-chair of the Minnesota Committee to Elect Tom Leedham. "His visit had a major impact on our campaign. He got an enthusiastic response wherever he went and our key supporters are all fired up."

Jensen says the committee plans to begin phone banking in August to

identify Leedham supporters.

Even at workplaces where Hoffa had support in 1996, Leedham and campaign workers found that opposition to Junior runs strong. Faced with the possibility of a Hoffa-run union, workers were happy to see the Leedham campaign out in force.

At a carhaul shop next to a Ford assembly plant in St. Paul, virtually all the Teamsters gathered at the end of their lunch break behind the Minnesota committee's Tom Leedham banner and stood with Leedham, their thumbs up in a show of support. The following afternoon, many of the Teamster janitors at the University of Minnesota posed with Tom for a similar photo.

Hundreds of UPS Teamsters put stickers promoting the campaign on their lunch coolers. Leedham also got a good response at Honeywell Inc., one of the largest Teamster factories in the nation, at Yellow Freight, and at a Coca Cola plant.

Key to organizing Leedham's visit to the Twin Cities was a group of rank and file Teamsters who have built a strong base in Minnesota over the years.



Carhaul Teamsters in St. Paul, Minn., show their support for Tom Leedham.

New England

'Tom Leedham Is Talking About Real Solutions'

Tom Sheibley
Local 653, Roadway
Bridgewater, Mass.

Tom Leedham brought his Rank & File Power campaign to Boston and Providence July 23-25. Activists put together a tight schedule of Leedham visits to freight barns, warehouses and UPS hubs. Teamsters responded enthusiastically.

At 5 a.m., Leedham walked a USF Red Star freight dock. Drivers and dock workers were glad to have a candidate with a track record of strong union leadership. One man on a forklift took out a \$100 check he'd already made out to the campaign.

Vice President Tom Gilmartin joined Leedham in front of a UPS hub, then split off to campaign at a SuperValu warehouse while Leedham pushed through rush-hour traffic to the *Boston Herald* for an interview. Leedham can't visit every Teamster worksite, so it's vital to get press coverage.

At the sprawling Stop & Shop grocery distribution center in Boston, local activists weren't sure how to get Leedham inside. But Teamsters at another Stop & Shop facility in western Mass. had told us that management there had allowed Teamsters to stop work to listen to a Hoffa breakroom speech. Leedham wasn't interested in asking management for a matching endorsement, so he and Gilmartin merely walked in and started campaigning on the warehouse floor. Management nearly went ballistic, but grocery pickers got the message: employers would love a chance to

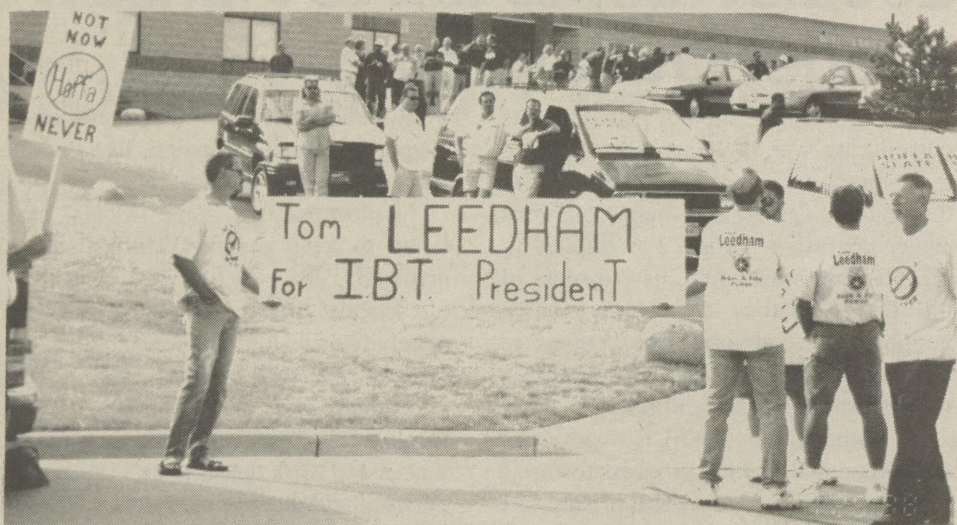
make deals with the Hoffa crowd, but they don't want real reformers like Tom Leedham in charge of the Teamsters.

The next day at a freight terminal in Rhode Island, Leedham spoke with members about issues such as organizing and the question of national vs. regional contracts. Again, the response was positive and another contribution appeared. "Tom Leedham is talking about real solutions, not just blustering about how tough we Teamsters are," said the steward. "I think the members appreciate that."

At a UPS hub south of Providence the scene was like a parking lot rally. Leedham signs were on all the poles, and a car-sized poster advertised Rank & File Power. Both full-timers and part-timers spent time in discussion with Leedham; they're a strong reform barn in spite of the fact that their BA and local officers endorsed Hoffa Junior.

The third and last day of Leedham's visit brought a successful fundraiser, with more Teamsters in attendance than at a similar Hoffa event the month before. New England Teamsters gave Leedham strong financial support, with at least one member pledging to reach the \$1,000 campaign contribution limit.

Leaving the fund-raiser, Leedham pushed on to the airport and another part of the country, where another group of local activists was preparing to help him reach the members with his commitment to build a strong, democratic union that Teamsters can be proud of.



Un-Welcoming Party For Junior in Milwaukee

Some 60 Teamsters "greeted" Junior Hoffa at a July 25 Milwaukee fundraiser. Their message: NOT NOW, NOT EVER. Wearing anti-Hoffa t-shirts and carrying signs with messages like "My Pension Yes, Hoffa No," they went nose to nose with Hoffa's cronies for an hour before Junior finally showed.

Word is there were only six or seven actual rank and file Teamsters from Milwaukee at Hoffa's rally. The rest were local officers and Hoffaites from Chicago. Apparently Hoffa's turncoat supporters among the officers and BAs in Local 200 just don't get it—Milwaukee Teamsters are backing reform. Milwaukee is Tom Leedham country!

The South

'This Is a Leedham Worksite'

Tom Leedham barnstormed his way from North Carolina down to Florida in mid-July, meeting with a wide range of Teamsters from Yellow drivers in Charlotte to factory workers in Aiken, S.C., to car rental reps in Orlando. At each turn, Leedham got the thumbs up from members who like what they heard and don't want to see Hoffa or his turncoat friends take leadership of our union.

Carolina Teamsters Meet the Candidate

In North Carolina, Leedham got a warm reception at worksites in Local 391, home local of R.V. Durham (beaten by Carey in the 1991 election) and current Hoffa running mate Jack Cipriani. Members at UPS, Roadway and other worksites were glad to meet the candidate who is taking on Hoffa. In Charlotte Local 71, one worker declared, "This is a Leedham worksite!" as Leedham campaigned outside Yellow Freight. While Hoffa touts turncoat Tony Ford's support, he should be mindful that nearly 75 percent voted for reform in this local in 1996 and Leedham activists are determined to repeat history. The *Charlotte Observer* and the *Raleigh News and Observer* covered Leedham's visit.

In South Carolina, Leedham stopped to meet with Local 86 members at the giant Owens-Corning plant in Aiken. Their story is featured in the current issue of the *Teamster* magazine, which tells the story of how they stared down a possible plant closing with help from the Industrial Trades Division, headed by vice president Tom Gilmartin. They want a union

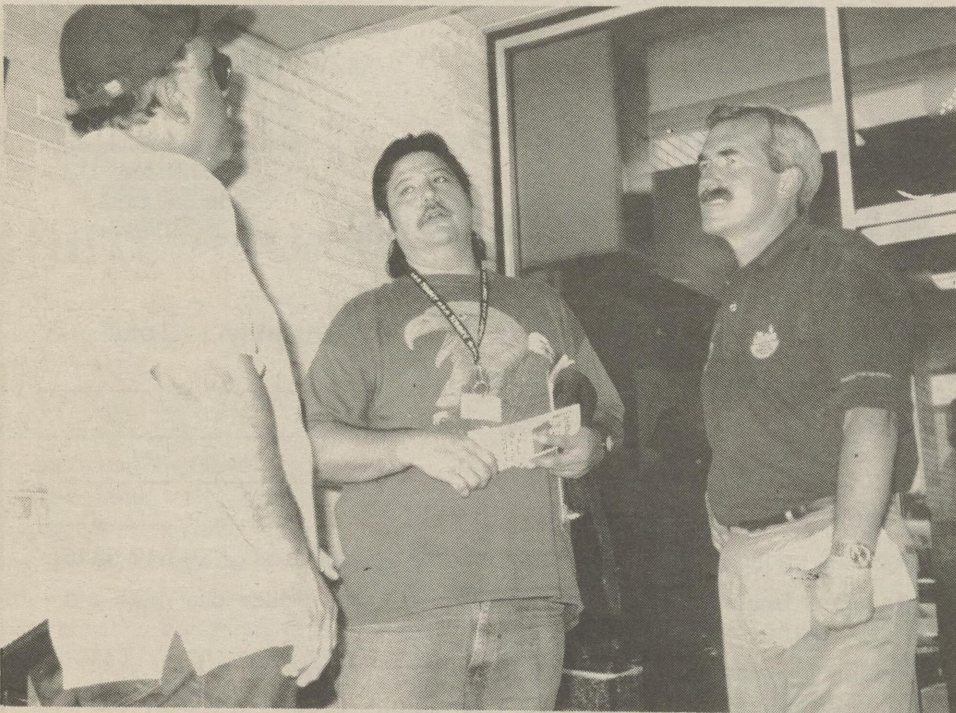
that will involve the members in contract fights and learned that Tom Leedham is a strong advocate of programs that promote rank and file activism.

Taking on the Turncoat

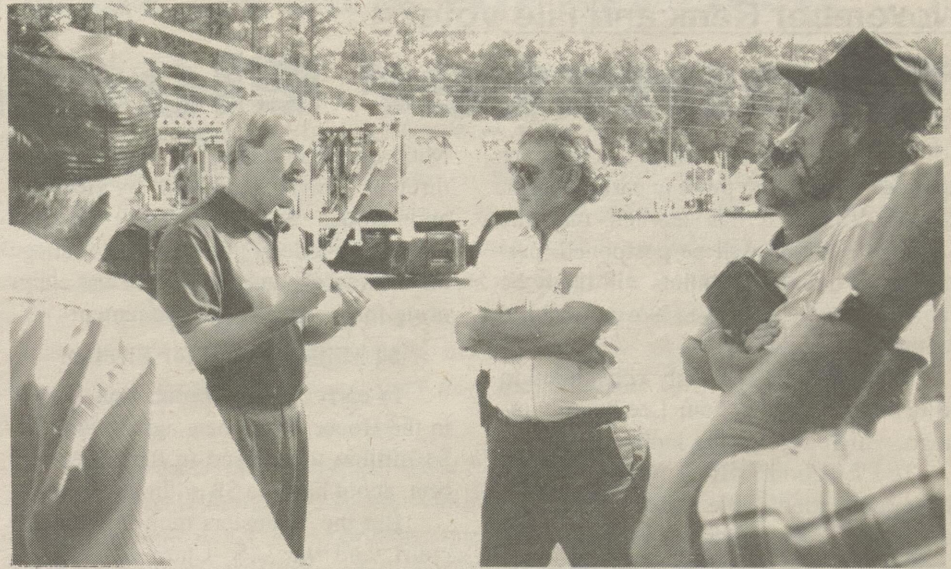
"Georgia is Hilbish country," Atlanta Local 528 turncoat Ken Hilbish announced recently at a Hoffa rally, but the Leedham campaign found out different, getting solid support in Local 528 shops. When Hilbish tried to put together an anti-Leedham rally of Kroger members, Leedham met with them, discussed what needs to be done at Kroger, and won over support.

Atlanta Local 728 members have carried the mantle for reform for nearly a decade now and as Leedham visited worksites at Yellow Freight, Allied, ABF, USF Holland and UPS, it was clear that the reform train was running stronger than ever in Georgia. At ABF a long-time Hoffa supporter actually took off his Hoffa paraphernalia and wrote the Leedham campaign a \$100 donation on the spot! It shows that when members take time to read the literature and listen to the reform message they see that Leedham has a plan that can win and Hoffa has a lot of hot air.

After driving through the night Leedham finished off his tour through the southeast with stops in Jacksonville and Orlando where several members took days off to campaign with Leedham and meet with local car haulers, freight Teamsters, UPSers, car rental members and others in Locals 512 and 385.



Despite record-breaking heat, candidates Tom Leedham and John Riojas campaigned at worksites across Texas recently.



Tom Leedham talks with carhaul Teamsters while campaigning in Florida.

Rank & File Power in the Media

It happened during the UPS strike last year: the media discovered that Teamster members have opinions! And when we talk about union issues, we speak with more knowledge and more impact than any PR consultant.

Back when officers exercised unlimited power in the union, reporters just called the union hall when they needed a quote. Members' opinions didn't matter. Those were the days of "sit down, and shut up."

Our Opinions Matter

Now it's the members who elect International officers, and the members have become involved in every aspect of our union under a reform administration. Our opinions matter very much, and we need to make sure the media hear our voices.

In Boston, rank and file members contacted reporters and accompanied Tom Leedham to interviews. Reporters are impressed when a Teamster who's taken a day off work to campaign says how glad he is to have a candidate like Leedham, who wants

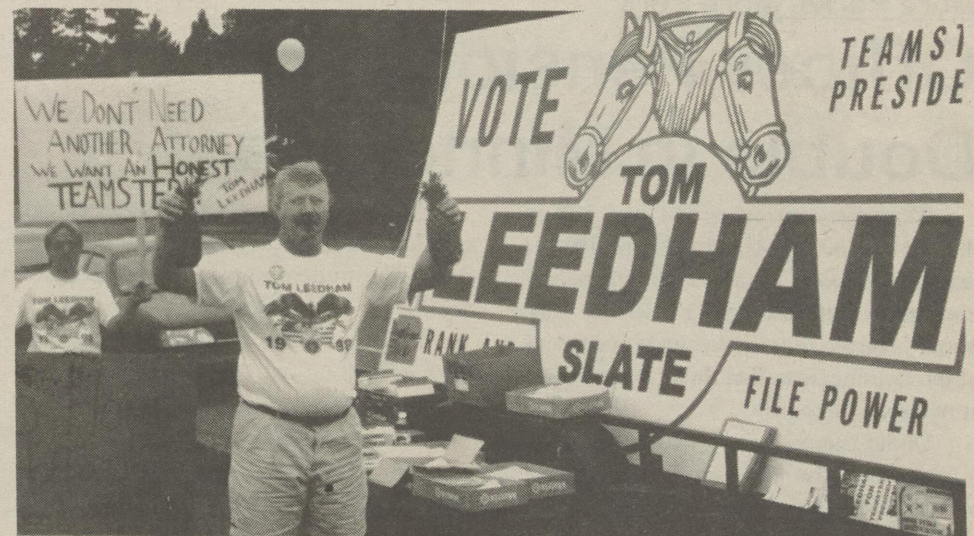
to use smart strategies to move our union forward in a global economy.

In Providence, R.I., Hoffa had campaigned side by side with Local 251 officers just a few days before Leedham arrived. The press might have figured that the whole local was behind Junior. But rank and file Teamster Jim Jacob took the initiative to call the *Providence Journal* that day.

Members Want Reform

He expressed his own support for Leedham, and reminded the reporter that a majority of Local 251 members had voted for reform both in '91 (when their officers opposed reform) and in '96 (when their officers supported reform.)

Thanks to a Teamster's phone call, that reporter now is aware that no matter how Local 251 officers flip-flop, a majority of members listening politely to Hoffa's well-worn stump speech will most probably vote for a real Teamster leader, not a millionaire lawyer.



When Junior Hoffa visited Portland, Ore., he got a less than warm welcome from Tom Leedham supporters, who made it clear they were backing a Teamster, not a lawyer.

November Rank and File Vote?

Teamster Election Delayed

Although nothing official has been announced as we go to press in early August, *Convoy Dispatch* has learned that the Teamster election will be postponed, perhaps by two months. Ballots will likely be mailed to all Teamsters in November, and counted in December.

This schedule is widely considered to be beneficial to the Tom Leedham campaign, which is gathering momentum.

The Election Officer on Aug. 6 delayed publication of the second set of campaign pages in the *Teamster* magazine, and is about to announce a postponement of the blackout on union publications, which was scheduled to start Aug. 17.

The confusion over timing stems from funding problems, which are due to the maneuvers of anti-labor politicians, in particular Congressman Peter Hoekstra (R-

Mich.), a close Hoffa ally. A bill pushed through Congress last year by Hoekstra and House Speaker Newt Gingrich caused the federal government to renege on funding. At that time Hoffa was clamoring for an election postponement.

\$4 Million Found for Election

In early August Republican leaders in the House and Senate agreed to allow \$4 million to be used to fund the election, about half the \$8 million needed.

But the Teamsters took the issue to court, and the U.S. Court of Appeals ruled early this year that when the government signed the consent order to fund the election, it then had to live up to its obligations in that document.

Judge Edelstein, who was overruled by the Appeals Court on the funding is-

sue, recently directed the Teamsters to submit a plan for an unsupervised election, in case government funding falls through. The Teamsters did so in early August, and estimated they could conduct an unsupervised election for about \$2.7 million. The government is using the threat of a possible court order compelling the union to conduct and pay for an unsupervised election as a pressure point on the funding issue.

But almost no one wants to see the election go unsupervised. All involved parties—TDU, the Leedham campaign, the Hoffa campaign, the Election Officer, the U.S. Attorney and the Teamsters union—have submitted briefs to the court in support of supervision by the Election Officer.

Want Him to Bargain for You?

If you won a decision from an arbitrator, would you want your union rep to then offer to give away what you just won, and settle for half or even no back pay? That's exactly what Hoffa has tried to do.

After our union won a court order that the government must pay the entire cost of supervising the election, Hoffa called for our union to pay for it anyway from members' dues.

First he did so in documents filed with Judge Edelstein in New York, and then the five Hoffa vice presidents on the General Executive Board made a motion in July to donate the millions involved. (Their motion was to give the money, then sue the government later in hopes of getting it back.)

All six members of the General Executive Board on the Leedham slate are committed to supporting a supervised election, funded by the government, as agreed to in the consent order. So far that position has resulted in the government "finding" \$4 million.

As we go to press, the GEB is being asked to vote once again on various funding options.

(For a copy of TDU's briefs to Judge Edelstein on these issues, contact TDU. Free to TDU members, others include donation.)

Hoffa's Link With Anti-Labor Members of Congress Exposed

Junior Hoffa's campaign to win the presidency of the union has gotten a lot of help from his anti-labor friends in Congress.

That link was made clear at a July 24 hearing in Congress before a committee chaired by Michigan Congressman Peter Hoekstra, who has a long track record of working against the interests of Teamster members.

At that hearing, International Vice President Aaron Belk testified that Hoekstra's Republican committee staff recommended that he consult George Geller, a Hoffa campaign spokesman, to prepare his testimony.

Belk, a former executive assistant to the general president, ran on Ron Carey's slate in 1991 and 1996, but in May wrote a letter endorsing Hoffa for General President.

After the hearing, Hoekstra and Republican committee staff members acknowledged that they had tried to steer Belk to the Hoffa campaign.

"This is a Congressman who tried to

eliminate the 40-hour work week, gut overtime and job safety laws, and force striking UPS Teamsters back to work," said Tom Leedham. "The direct connection between Hoekstra and Hoffa should scare the daylights out of any Teamster who is concerned about building a better future for working families."

The Leedham campaign has filed an election protest, union charges, and House of Representatives ethics charges against Hoffa and Hoekstra for using the House hearings to further Hoffa's campaign.

How will Hoffa repay his anti-labor friends on Capitol Hill?

In exchange for all their help on his campaign, Hoffa has promised to funnel Teamster political action money into anti-labor Republicans' campaign coffers.

That means that up to \$4 million per year in DRIVE contributions from Teamster members could go to politicians who work *against* us instead of being used to fight for laws that benefit working families.

More Perks, More Pork

Officer Pensions Double in Minnesota

Teamsters in locals 544 and 120 in the Twin Cities got a sneak preview of leadership, Hoffa style. Junior's top running mate, Tom Keegel, and his key supporter, Harold Yates, designed a merger of the two locals to line their own pockets at members' expense.

Under the merger, officers' pensions will double. And Teamster members will be stuck paying for this and officers' health benefits for life, a perk no members of the locals enjoy.

Every member of the Tom Leedham slate on the General Executive Board opposed the undemocratic double-pension deal.

Every member of the Hoffa slate on the GEB, along with other Hoffa supporters on the board, rubber stamped it.

Multiple pensions. More perks for top officials. Less democracy for Teamster members. That's what Hoffa has in store for rank and file Teamsters if he is elected.

I'll Be There

Mark Monty
Local 200, ABF
Milwaukee

I'll be at the TDU Convention to learn more of the facts and more on my rights as a Teamster. TDU is here to help keep this a members' union rather than an officers' union like it would be under a Hoffa regime. Meet us in Milwaukee and let's help each other to protect our rights and keep this a members' union.



Tom Leedham "Rank & File Power" Slate Materials



Item	Price	Quantity	Total
Buttons/Pole Signs:	\$1 each (10-100)	_____	_____
Stickers:	\$.20 each (min. order: 50)	_____	_____
Bumper Stickers:	\$.50 each (10-100)	_____	_____
T-Shirts	\$15 (1-5); \$12 (over 5)	_____	_____

For prices on larger quantities, call the campaign office at (202) 547-5810.

Only current Teamsters may contribute to the campaign. Include local union and social security number, along with full address, with order.

Send this form, along with a check or money order to:

Tom Leedham Rank & File Power Campaign
P.O. Box 15877, Washington, DC 20003-0877

Teamsters' Future: What's at Stake for Women



What have we gained from reforms in our union, and what are the stakes for women in the International officers' election? Let us know what you think. Our coming issues of *Convoy Dispatch* will feature your thoughts. Call or send us your response.

Kim Shanahan

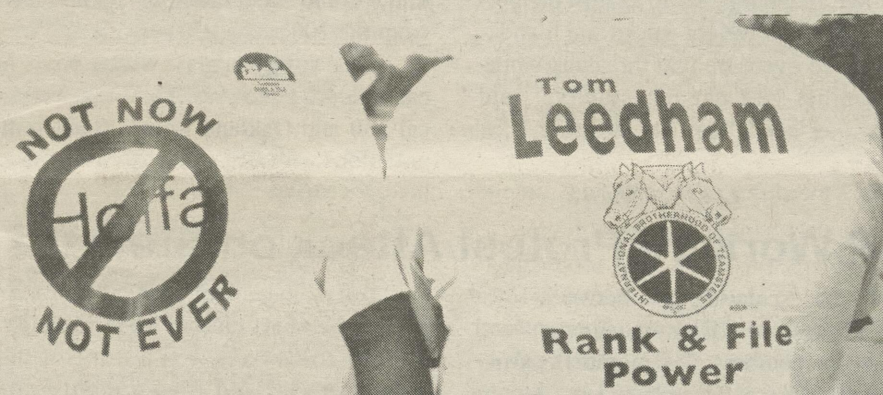
Local 856, National Car Rental

Candidate for Trustee on the Tom Leedham Slate

"Women in this union can never go back to where we were before reforms. We have gained validation and respect. We are every bit as much of a Teamster as the men in freight or warehouse. Men have jobs that break their backs, but women have ones that break their spirit. At companies where women do servicing, every day you are asked to do something more that you feel is just not right—whether trying to sell someone something extra they don't need, or give someone less care than they do need. The job sucks the life out of you.

"The International now takes the car rental industry seriously. We were once viewed as a bunch of crabby women that officers had to endure. Now, the international has a vision of organizing the other companies. And we have strategies for winning strikes that are about mobilizing members to be strong, like we did with Hertz. A master contract for car rental is so important. Thus far, people are standing alone. We need the vision that Leedham has—when one goes, we all go.

"Women understand why it is important to have democratically run unions. We need to have jobs that give us the flexibility and benefits to deal with caring for sick children and aging parents. Winning these can only come from a forward thinking union."



Hoffa? ... NOT!

Let Junior know Hoffa's not wanted in your workplace. It's Tom Leedham country!

Made in U.S. \$10 per shirt. Bulk orders welcome.

Call or fax your order to: 414-483-2652

Send check or money order to:

Leedham Teamster T-Shirts

P.O. Box 07131, Milwaukee, Wisc. 53207

Only current Teamsters may contribute to the campaign. Include local union and social security number, along with full address, with order.

Check Out Leedham Pages in *Teamster Magazine*

→ What does Tom Leedham stand for?

→ Who is Tom Leedham?

→ What is Leedham's plan to strengthen our union?

→ Who is on the Leedham slate?

If reform-minded Teamsters are asking you these and similar questions then there's one great place you can turn to (aside from *Convoy Dispatch*) to give them answers—your *Teamster* magazine.

Every one of the 1.4 million Teamsters in our union gets one mailed to their home. But too many folks don't take the time to look at it.

Inside you'll find nine full-color, glossy Leedham campaign leaflets that include:

- A list of the first 10 reforms Tom Leedham would make if elected.
- Profiles of all Leedham slate members.

- The plain truth about Junior Hoffa and his ties to the mob and employers.

You can use these pages to help spread the word in your workplace. There's no better way to build support for Leedham than simply talking to other people.

Take the magazine to work with you. Talk to co-workers about the pages and what they think about them. Use them to help answer questions and show the comparison between Tom Leedham's plan for rank and file power and Hoffa's hot air with no plan.

These pages are an important tool to promote democracy in our union. It levels the playing field so that slates and candidates who have demonstrated a minimum level of support can reach the members without a big bankroll.

Check out your magazine now and pass the word on to other Teamsters.

Third Slate Melts Down

The Metz/Sever "Waste Your Vote" Slate is beginning to resemble a big time wrestling match.

About the only person on the slate making any sense is Patrick DeFelice, who has withdrawn from the race.

Remaining slate members are busy campaigning—against each other. First, John Morris attacked fellow slate member Tom Sever at the last General Executive Board meeting. According to a letter that Morris sent to the Pennsylvania Conference, Sever ruled Morris out of order and

threatened to have him removed from the meeting.

Disagreements have now spread to the press. In the *St. Louis Post Dispatch* on Aug. 7, Bill Bounds, candidate for VP at-large, called the Metz/Sever campaign pages in the recent *Teamster* magazine "utterly disgusting" and said he was "appalled."

Yes, he was talking about the pages for his own campaign. At-large candidate John Green joined the attack.

Stay tuned for the next bout.

Carey Barred by IRB

The court-appointed Independent Review Board (IRB) on July 27 expelled Ron Carey from membership in the Teamsters union, finding that he breached his fiduciary duty by failing to stop a scheme to use union donations to get-out-the-vote organizations to leverage donations to the Carey campaign.

The IRB majority, including former FBI Director William Webster, did not conclude that Carey had knowledge of the scheme, but that he had a fiduciary duty to exercise more oversight. They criticized

his management style, which allowed subordinate staffers to make decisions while Carey was in the field.

Three Carey campaign consultants pleaded guilty a year ago to plotting the money-swap scheme (which lined their own pockets) and are now cooperating with prosecutors to get lighter sentences.

Following the decision, TDU wrote to each IRB member asking them to expedite an investigation of James Hoffa, based on the wrong-doing detailed by the Election Officer in his report on Hoffa.

Wastehaulers Build Rank and File Power

Alberto Rivadeneyra, Jr.
Local 63, UPS
Los Angeles

The message of rank and file power strikes fear in the hearts of both employers and old guard union officials. That's because rank and file power means better contracts and more membership control of the union.

Since last year, wastehaulers in Corona, Calif., have used the message of rank and file power to mobilize themselves. Now they've won a contract with significant improvements.

The new contract includes a \$1.23

wage increase in the first year, \$3.65 in wage increases over six years, plus \$1,500 in bonuses and improvements in seniority and other rights.

Angered by previous contract concessions, members were determined not to let Local 396 Secretary-Treasurer Raul Lopez make another back-room deal.

Members Form Committee

When the local leadership failed to inform, involve and educate the workers in Corona, a group sought the help of TDU and formed their own contract

committee.

The committee helped inform co-workers about the grievance procedure, their rights to union representation, the contract, and local union bylaws. Eventually, the local was forced to recognize the committee and to put three rank and file members to sit at the negotiating table for the first time.

Nevertheless, Lopez seemed more interested in accommodating the needs of USA Waste than in fighting for the members who pay his \$120,000 salary. He arbitrarily withdrew negotiating proposals, and ignored the members' organizing campaign. At one point he even walked out of negotiations, abandoning the members at the bargaining table. Eventually, the negotiations required the

intervention of a federal mediator and the assistance of Ken Mee, a Western Region Vice President who is a candidate on the Tom Leedham slate.

The final contract fell short of members' expectations. Corona wastehaulers are still behind other Teamsters who do the same work in Southern California. But considering that the members had to fight the company and their local leadership at the same time, the contract is a real victory.

The experience of these Teamsters has shown that far too many Teamsters still suffer at the hands of employers and inept union officials who want to keep members uneducated and isolated. But it also shows that when workers learn their rights, organize, and stick together, they can win real improvements.

Wastehauler Organizing Continues

Over 1,000 workers in the Southern California trash industry will enter into contract negotiations in September and October.

The Southern California TDU Chapter continues to organize with workers from BFI, USA Waste, Waste Management, and smaller independents. Workers at each yard have formed committees to inform and mo-

bilize their co-workers.

Southern California wastehaulers are anxious to network with their counterparts in other areas to work toward coordinating bargaining and, eventually, a national master agreement for the industry.

TDU will hold a special meeting of sanitation workers at its national convention in Milwaukee, Nov. 6-8.

Fight Is On in Fresno

Members Challenge Old Guard in 2 Local Elections

In local unions across the country, Teamster members are running for office this fall to return their locals to the members. In Fresno, Calif., alone, old guard officials in both Teamster locals face challenges from rank and file reformers.

"Too many officers think of the union as their private business," said Local 616 member Martha Salas. "They forget that the union belongs to the members."

That's why Salas is leading a reform slate in the Local 616 election this fall. The local represents members in the food processing industry.

In Fresno Local 431, Certified Grocers driver Mario Garza will challenge Hoffa-supporter Jimmy Hammack.

"Hammack and Hoffa want a union of the officials, by the officials, for the officials," Garza said. "We'll build a union that will fight for working Teamsters and their families."

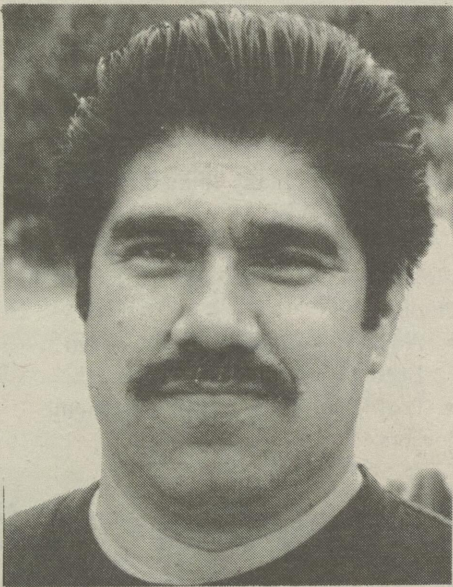
The key to building an effective campaign is advance preparation and organization. TDU can help. At a TDU meeting in Fresno this month, members will learn about winning tactics that have been used in reform campaigns where TDU members have won office.

After their election new officers aren't alone. TDU's reform officers' network helped new officers take on their new responsibilities and develop programs to make their local stronger.

TDU will hold workshops on running for local union office and implementing

reforms after you win at the TDU Convention in Milwaukee, Nov. 6-8.

For more information on the convention or help in running for office in your local, contact TDU.



Mario Garza
Local 431, Certified Grocers
Fresno, Calif.

As we move forward into the 21st century, the Teamsters union must take action to empower and educate members, to encourage member participation and to organize the unorganized.

That's the kind of leadership Tom Leedham will bring to our International union, and that's the kind of rank and file power I will bring to Local 431 as its next president.

Local 315 Members Strike BFI

Garbage giant BFI has a strike on their hands after forcing 180 Martinez, Calif., Local 315 Teamsters to walk out on July 30 over dangerous working conditions and union-busting tactics.

"We're taking a stand against dangerous, illegal overweight trucks and mandatory forced overtime that threatens working families and our community," said BFI striker and Local 315 member Rick Lewis.

BFI hired the same notorious union-

busting consultant as the Detroit Newspaper Agency six months ago. Teamsters are fighting back by reaching out to customers and the public for support. Some are going door-to-door, talking with customers and documenting poor service from the 200 scabs BFI recruited.

This struggle may widen soon because as we go to press San Francisco Local 350 and Oakland Local 70 are in negotiations with BFI and may choose to expand the strike.

IBP Workers Protest Attack on Steward

In the escalating war between Iowa Beef Processors (IBP) management and Local 556 members, 250 members participated in a protest march and press conference at the Pasco plant on July 24.

The march was held to protest management's removal of chief shop steward and Leedham slate vice presidential candidate Maria Martinez from her office space inside the plant.

For years IBP has provided office space for the chief shop steward, who has worked full time investigating problems, filing grievances and handling insurance claims. The arrangement suited management perfectly when they were able to use the office as a perk to buy off the old appointed shop steward, who enforced labor peace by never filing grievances.

But management changed its tune after the members elected Martinez and she and her co-workers won a string of shop-floor victories and filed a multi-million class action lawsuit against IBP for wage and hour violations.

After workers filed the suit and Martinez declared her candidacy on the Leedham slate, management announced they were booting her from her office. Pending the outcome of arbitration, an election protest and NLRB charges, Martinez is back to her old work station in the processing department.

"No way is IBP going to stop us by going after one person," Martinez said. "We've won changes here by organizing and that's what we're going to keep right on doing."

Rank and File Power en Español

The special election edition of *¡Adelante!*, TDU's Spanish/English newspaper, is hot off the presses.

Campaign coverage includes election news, an interview with Tom Leedham, the facts on Hoffa's corrupt record, and an article on how members can get involved in the campaign.

Other stories feature the fight for reform in local unions, with a special focus on organizing among Spanish-speaking Teamsters including at Iowa Beef, the fight for good contracts in the

Southern California trash industry, and reform candidates running for office in Fresno.

¡Adelante! has been well received in worksites with Spanish and English speaking workers because all articles appear in both languages.

Bundles of *¡Adelante!* are free to Teamsters who want to distribute copies in their area.

To order your bundle contact the TDU East Coast office at 718-624-7746.

LETTERS FROM OUR MEMBERS

Reform on the Move in Local 317

The members of Local 317 in Syracuse, N.Y., are starting to take back control of our local. Local 317 has lost nearly half of its assets in the last six years.

But that didn't stop the executive board from pushing through a motion to give away a \$20,000 sport utility vehicle to a retiring principal officer as a going-away perk last year.

Members fought back this spring by passing a bylaws change that prohibits the local from giving union vehicles away as retirement gifts.

At the same meeting, we defeated a proposal by the local's current secretary-treasurer to give any officer who retires or is voted out of office a half week's pay for every year of service. Instead, departing officers will receive two weeks severance pay.

Our movement continues as we're forming a reform slate to run in this fall's local union election and build a union that educates, motivates, and encourages involvement from our local's 3,600 members.

With this many members, it should be easy to promote the local in the community and support new organizing, but local officers have consistently blocked members' participation, including a new members' orientation program, a newsletter, and increased member participation in political action.

Hundreds of members signed a reform slate petition to have the local's first-ever mail ballot election—and we won! Pushed by the members' cry for democracy, the local union executive board approved our proposal.

The reform slate will continue to make member involvement our number-one goal while we fight to make our union utilize our dues to benefit the members.

Mark S. Baker
Local 317, UPS
Syracuse, N.Y.

'Why I'm Going to Vote for Leedham'

My good friend Randall Sawyer asked me to write a letter on why I am going to vote for Tom Leedham for Teamster General President. At the time he knew I'd vote for anyone other than Hoffa, the candidate supported by the Local 391 leadership, knowing how happy I was with what I had just learned.

I had just learned that the Local 391 leadership was not even trying to negotiate a contract for the Roadway Express office employees in Winston-Salem, N.C., who became union in the fall of 1997. The excuses I heard were they were too busy

with other contract negotiations. Of course, I thought this was strange since the same business agents had time to take vacations to campaign for Hoffa.

Of course this may be a smooth new tactic to organize new members: spend your time to further your own political aspirations rather than give these new members the support they need. Being only 30 members they probably couldn't sway an election anyway! I don't know much about Hoffa other than he isn't his dad, which is what people would like us to believe. But I do pay attention to the people who support him. Just knowing the people who support Hoffa is enough for me to vote for someone else.

Then I found out a few things about Tom Leedham. He actually worked in a warehouse for years before getting into local leadership. That means he knows what it's like to sweat for his family like the rest of us. That's important to me as he will align himself with us, the labor part of labor unions. No man should hold the top leadership position in a labor union unless he has worked through the rank and file, which Tom has done. That means Tom is running on his own merit, not on a famous name.

It appears to me that Tom Leedham is a working class candidate who wants to keep the rank and file in charge of the Teamsters. It's my opinion that we, the rank and file members, should rally behind the Tom Leedham slate and loudly say to those who would like to take away our right to control this union, "This is our union, we the workers! You work for us. We will not be your stepping stones!"

Tyler Buckner
Local 391, Roadway
Greensboro, N.C.

Zimmerman Slate Found Guilty of Bogus Lawsuit

The IBT General Executive Board ordered on July 21 that Local 31, the big trucking local in British Columbia, hold a fair election among its members. The rank and file will now have their voice and vote.

The decision found local president (and Hoffa running mate) Garnet Zimmerman and his slate guilty of misusing union dues money to fund a private lawsuit (the day before the nominations meeting in October) to intimidate the opposition.

The decision detailed that the lawsuit was aimed at supporters of the Brad Swannie Reform 31 team. The decision also noted a pattern of abuse in Local 31, evidenced by the use of the

union newsletter for campaign purposes.

The close election was decided by approximately 200 votes out of 3,000 cast.

It's time to elect a leadership in Local 31 that will use dues money for the members, not against us. With a fair election, we'll win. And we will keep going to elect the Tom Leedham Rank & File Power team, to keep Hoffa and his cronies like Zimmerman out of our union.

Let's get it done.

Jon Anderson
Local 31
Vancouver, B.C.

Layoffs at UPS?

I have been working at UPS for 21 years, and learned a long time ago that if UPS tells you something, there is always another side to the story. Last year UPS told the public how much they care about them and their employees. How everything they did was for them and us.

But UPS does what is best for UPS. The public now is being treated like UPS employees. With rural remote deliveries, some businesses in rural areas are getting their packages two days later than in-town businesses. UPS's definition of rural remote changes from day to day.

UPS wants us to believe that they are losing volume, laying-off people. In my center we had 66 employees last year at this time and we still have 66.

Some of us drivers have kept records since we were hired. We showed management that volume has not decreased and stops per package car are up. They said, that we lost two areas from last year. That's easy, add five stops to 30 package cars and that's 150 stops. Guess where the two areas are.

Remember, Jim Kelly, it was the Teamster members that made this company so rich. And you still have to face the Teamster employees day after day. You know, Mr Kelly you can make one hornet mad and get rid of it, but when you anger 185,000 of them, then you are going to have some kind of battle on your hands.

Scott Townley
Local 89, UPS
Campbellsville, Ky.

MOVING?

Don't miss an issue!

Be sure to contact TDU with your new address. The post office does not notify us of address changes.

TDU MEETS

CHICAGOLAND TDU

Saturday, Aug. 22
3 p.m. - 5 p.m.
Caesar's Inn
5001 West 79, Burbank, Ill.
For information call (773) 589-2033

CHICAGO AREA REGIONAL CONFERENCE

Saturday, Sept. 19
9 a.m. - 2 p.m.
Caesar's Inn (see above)
For information call (773) 589-2033 or (313) 842-2600

FRESNO, CALIF.

Reforming Your Local and the Union
a meeting with Diana Kilmury
Saturday, Aug. 22
10 a.m.
Brooks Ranch Conference Room
4278 W. Ashland Ave.
(corner of I-99)
(in English and Spanish)
Call (209) 485-9089 for information

WESTERN KENTUCKY

UPS Contract Enforcement
Workshop
Saturday, Aug. 22
& Sunday, Aug. 23
For information call (618) 543-9070

SOUTHERN NEVADA TDU

Meeting with Ken Paff
Thursday, August 20
7 p.m.
St. Viator Community Center
4320 S. Channel 10 Drive
(at Rochelle), Las Vegas
For information call (702) 369-9058

LOS ANGELES AREA REGIONAL CONFERENCE

Sunday, Aug. 30
(in Spanish and English)
For information call (760) 951-4949

MINNEAPOLIS AREA REGIONAL CONFERENCE

Saturday, Sept. 12
For information call (612) 825-7883

NORTHERN CALIFORNIA

Saturday, Sept. 19
10 a.m.
Recreation Room
22012 Sevilla Rd., Hayward, Calif.
For information call (707) 426-5310

SOUTHERN CALIFORNIA

Sunday, Oct. 4
10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.
For information call (562) 694-5831 or (760) 951-4949

WISCONSIN BADGERLAND CHAPTER MEETING

First Sat. every month
10:30 a.m.
Sue's Bayview Bandwagon
2463 South St. Clair, Milwaukee
Call (414) 327-1489 for information

TDU Rank & File Convention

November 6-8 ★ Hyatt Regency Milwaukee

Fighting on for Reform

We've inspired the labor movement with our fight to reform the Teamsters. And we keep on truckin'. It's what our movement is all about. It's what we do because we believe the union belongs to the members, not backward fat-cat officials, not attorneys, not the government. Our fight continues.

This 23rd TDU Convention, we will gather together all the butt-kicking energy and ideas and renew our pledge to win this fight.

It's about our future.

Come get ideas. Get educated. Get energized. Get active. There is no better time to get plugged into our future. We've won much over the years and we're not stopping now.



EDUCATIONAL WORKSHOPS taught by active Teamsters, labor educators and other experts will include:

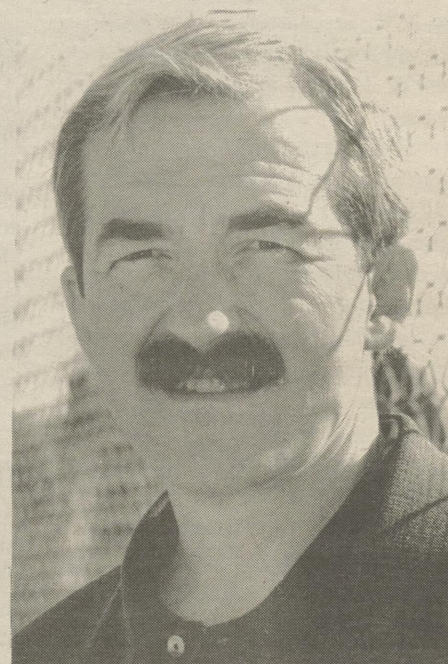
- Rebuilding locals from below--From Servicing to Mobilizing
- Workplace Strategies: Turning on the Action
- Conducting UPS-style Contract Campaigns at any workplace
- Running for Local Union Office
- Bylaw Reforms: Getting a More Democratic Local
- Your Rights on the Job, Organizing to Win Grievances, and more

I'll Be There

Tom Leedham
*Candidate for Teamster
General President*

*Winning this election is another key step in continuing to reform our union. I'm counting on **you** and all members who want to build rank and file power to get involved in our fight for a better future for Teamster families.*

I hope every Teamster who is concerned about building a strong union will join me at the TDU Convention this November.



Come to the TDU Rank and File Convention to:

- ♦ Set the course of the reform movement for 2001
- ♦ Meet the most active and knowledgeable members in the country. Learn and share strategies that win.
- ♦ Build activist networks for ongoing organizing on critical issues.
- ♦ Develop regional and national strategies to beat the bosses.
- ♦ Reach out to the next generation of Teamsters who are joining our fight.

Meet Others Active in Your Area

- ♦ Airlines
- ♦ Car rental
- ♦ Freight
- ♦ Carhaul
- ♦ Warehouse
- ♦ Grocery
- ♦ UPS
- ♦ Airborne
- ♦ Waste haulers
- ♦ Frito-Lay
- ♦ Food processing
- ♦ more

Get early registration discounts. Forms available mid-August. For more information, contact TDU at (313) 842-2600, or our website: www.igc.org/tdu/

PLUG INTO THE FUTURE OF THE TEAMSTERS AT THE TDU CONVENTION.